

OFFICE OF INFORMATION TECHNOLOGY

EMPLOYEE COMPENSATION TASK FORCE

- - Established 13 August 1985
- - Chartered to review present General Service schedule
for employee compensation and recommend feasible
alternatives

WHY??

- - Present GS system not flexible enough to meet rapidly changing needs of the Agency
- - GS compensation system based upon "job" not individual performance
- - GS schedule rewards mediocrity at same rate as superiority
- - Exceptional managerial action required to attempt to adequately compensate exceptional employees
- - Cumbersome job classification/reclassification process required
- - Technical employees must acquire management responsibilities in order to be adequately compensated
- - No inducement to develop technical knowledge and skills
- - Rigidity of GS system prevents effective competition with private industry in recruiting efforts
- - Compensation authority and responsibility remote from line managers

TASK FORCE METHODOLOGY

- - OIT Background
 - Group Level Briefings
 - Interviews
- - Surveyed Previous Banding Experiments
 - China Lake
 - San Diego
 - Office of Communications
- - Examined OIT Position Descriptions, Job Titles, Functions, Classifications
- - Developed Framework For An OIT Compensation System

NAVY EXPERIENCE

- - Authorized by CSRA of 1978
- - THE DEMONSTRATION PROJECT
- - Established 1980
- - Navy Weapons Center, China Lake, California
- - Navy Ocean Systems Center, San Diego, California
- - Limited to 5,000 Employees
- - Approved for second five-year trial in 1984

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RESULTS

- - Increased Recruitment Success
- - Higher Quality Recruits
- - Higher Retention Rate
- - NOC, San Diego - 54% Accepted Position vs. 42% 1979
- - NWC, China Lake - 43% Accepted Position vs. 22% 1979

OFFICE OF COMMUNICATIONS EXPERIMENT

- - Established October, 1984

- - ☐ Employees (Panel D Telecommunication Officers)

- - 1986 - ☐ Employees (Panel N Electronic Technicians)

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FINDINGS

- - OIT Managers Dissatisfied With GS System
- - OIT Unable To Recruit Competitively
- - Exceptional Technical Employees *often* Leave Agency *for pay*
- - Good Specialists And Technicians Convert To Managers *for pay*
- - Ill-Defined Career Paths
- - GS System Encourages Mediocrity

WG need

GOALS

- - A FLEXIBLE COMPENSATION SYSTEM
- - AN OBJECTIVE PERSONNEL EVALUATION SYSTEM
- - A NEW PERSONNEL CLASSIFICATION SYSTEM
- - A CLEARLY DEFINED GUIDE FOR EMPLOYEE CAREER DEVELOPMENT
- TO
- - RETAINS COMPETITIVE PROMOTION PROCESS
- TO
- - ENCOURAGES INITIATIVE
- TO
- - INDUCES EMPLOYEES TO DEVELOP SPECIFIC KNOWLEDGE AND SKILLS
- TO
- - ENCOURAGES EMPLOYEE RECOGNITION
- TO
- - ALLOWS ADEQUATE COMPENSATION FOR EMPLOYEES WHO WISH TO STAY IN TECHNICAL CAREER PATHS
- TO
- - PLACES COMPENSATION IN LINE MANAGER'S HANDS

PERFORMANCE BASED COMPENSATION

Five Specific Career Tracks

MANAGEMENT	- PEOPLE, DOLLARS, MATERIAL, RESOURCES
TECHNICAL	- ENGINEERING, HARDWARE, SYSTEMS ANALYSIS, REQUIREMENTS, SPECIFICATIONS
SPECIALIST	- SOFTWARE, COMPUTER SCIENCE, SYSTEMS ANALYSIS, ADP TRAINING, APPLICATIONS TECHNIQUES
ADMINISTRATIVE	- BUDGET, STAFF SUPPORT, LOGISTICS
OPERATIONS	- PRODUCTION, PROCESSING, CUSTOMER SUPPORT

FIVE COMPENSATION LEVELS

GS 5-8	Development	Core = 6-7
GS 7-10	Level I - Assistant	Core = 8-9
GS 9-12	Level II - Associate	Core = 10-11
GS 11-14	Level III - Specialist, Technologist, Manager	Core = 12-13
GS 13-15	Level IV - Senior	Core = 14

Development Level to Level III - 45 Increments (1.5%)

Level IV - 35 Increments (1.5%)

Advancement = Increments or Promotions

Increments = Maximum, Median, Standard, None

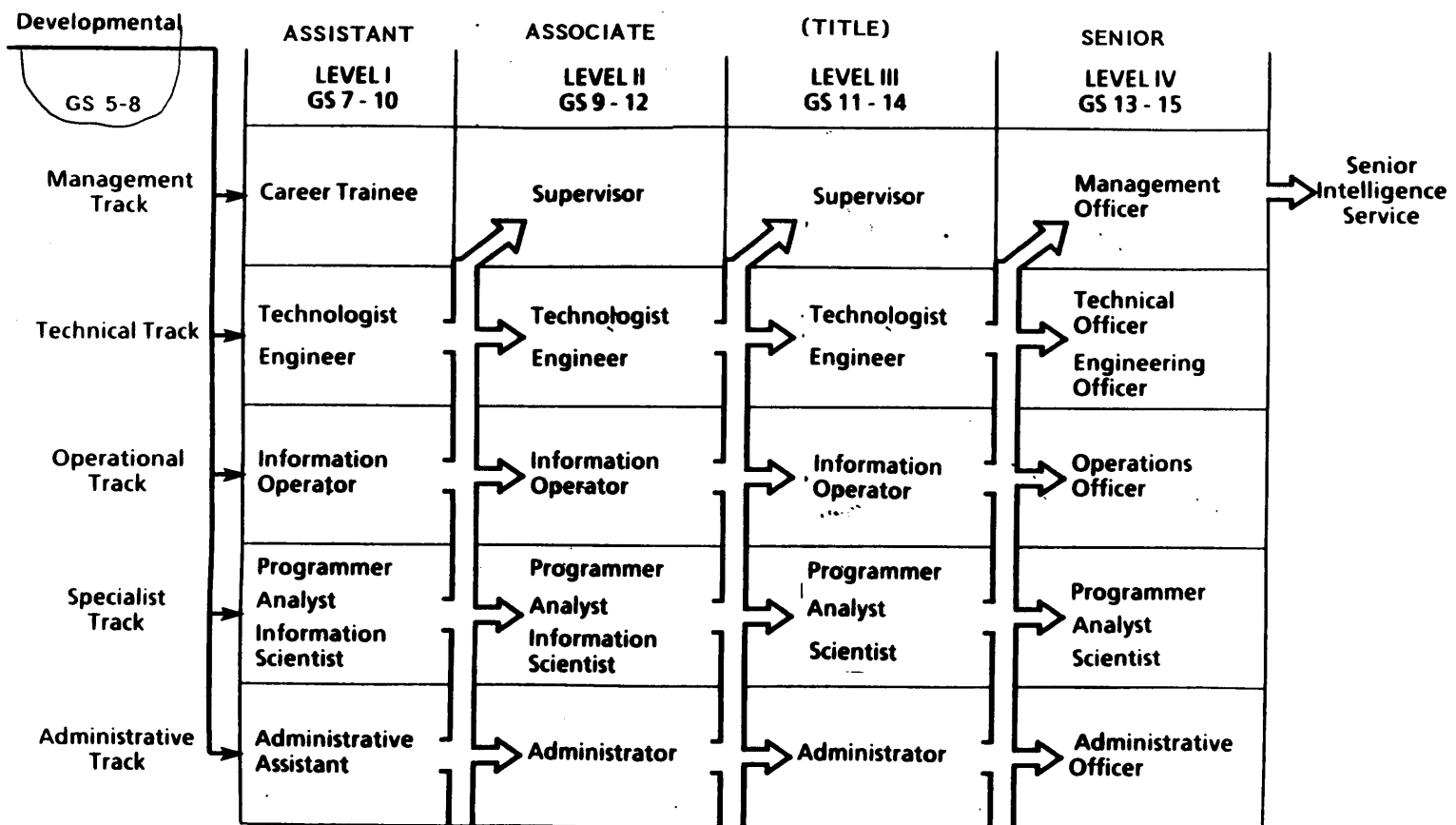
Promotion = Advance To Next Level (6%)

Bonus = One Time Award For Superior Performance

Salary Overlap Encourages Flexibility In Recruitment and Retention

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OIT CAREER TRACK AND COMPENSATION SYSTEM



STATUS OF EFFORT

- - Position Description Review (Complete)
- - Complete Personnel Classification System (90% Complete)
 - Position classification System to be menu driven similar to China Lake system
- - Develop Evaluation Criteria (75% Complete)
- - Design A Performance Evaluation System
- - Design Performance Evaluation Tools
- - Document Procedures For The Evaluation Process
- - Market PERFORMANCE BASED COMPENSATION
- - Initial Report due 2 December 1985 (Near Completion)
- - Final Report Due 15 January 1986

POSITION DESCRIPTION DEVELOPMENT

SPECIALITY CODE

MAJOR DUTIES AND

RESPONSIBILITIES

IMPACT OF THE POSITION

SUPERVISION GIVEN

NATURE OF CONTACTS

CONTROLS OVER POSITION

QUALIFICATIONS

EEO RESPONSIBILITIES

OPTIONAL SPECIFIC INFORMATION